

MINUTES

MINISTRY OF THE ENVIRONMENT AND CLIMATE CHANGE

MINISTRY EMPLOYEE RELATIONS COMMITTEE

MINISTRY HEALTH AND SAFETY COMMITTEE (OPSEU)

Tuesday, April 11, 2017

1:00 p.m. to 4:00 p.m.

8th Floor, External Boardroom

40 St. Clair Ave. West, Toronto

Management:

Jacques LeGris (Co-Chair)
Lee Orphan
Teresa Polito

Union:

Janis Pechinger (Co-Chair)
Jennifer Thornton
Shawn Burr

Regrets:

Cammy Mack

Regrets:

Chris Johnston

Management Advisor:

Martha Baldwin (TBS)

OPSEU Advisor:

Rodger Noakes (OPSEU)

Support Person:

Gloria Glasfurd

Guests:

Carla Castro – in person
Richard Raeburn-Gibson – in person
Paul Nieweglowski – in person
Michele Ratsch – in person
Everett Rooke – in person
Greg Sones – via teleconference
Scott McCharles – via teleconference

ITEM	DISCUSSION	ACTION
1. Review Previous Minutes	Management has committed to provide the MERC Co-Chair with the draft minutes within ten (10) business days following the MERC meeting. If the MERC Co-chair wishes to discuss the minutes, SBU manager will arrange for a meeting between the MERC Co-chair, Employee Relations Advisor and OPSEU Advisor no less than one month in advance of the next MERC meeting.	January's Minutes to be reviewed by Management.
2. Previous Business and Standing Items		
2.1 ASMP (Standing Item)	<p>Management provided the Union the ASMP statistics at the divisional level as at December 31, 2016.</p> <p>Union requested that Management remind managers to take ASMP training.</p> <p>Union is concerned that management is not holding the level meetings in a timely fashion and wants to see improvement in this regard.</p> <p>Management confirmed that all managers and employees are reminded and encouraged to register for training through the Centre for Employee Health, Safety & Wellness Services (CEHSW).</p> <p>Management noted that any Corporate issues regarding the ASMP should be raised to the CERC table for discussion.</p>	Management will provide the ASMP report on a quarterly basis.
2.2 Training (Standing Item)	<p>Management provided an update on the upcoming training dates and courses that Provincial Officers are required to take in order to obtain the Provincial Officer designation.</p> <p>Management provided an update on the training needs survey assessment. The Union and management discussed options to obtain input from staff and managers.</p>	

	<p>Union requested a comprehensive on-line training calendar. Management indicated it is looking into options.</p> <p>Union reiterated the importance of having a training calendar so that staff can plan their training throughout the year and add it into their PMP's. There is not a consistent approach so that everyone is receiving information on upcoming training opportunities.</p>	
2.3 2016 Auditor General Report	<p>Union provided management with specific questions on the Office of the Auditor General of Ontario's 2016 Annual Report (November 2016) as it related to MOECC.</p>	<p>Management will provide a ministry response to the Union when the information becomes available.</p>
2.4 POSI Pilot Job Descriptions	<p>Management provided a response to the questions raised by the Union on the POSI Pilot job descriptions.</p> <p>Union provided additional clarification of their concerns.</p> <p>The parties agree to move as a Standing Item on the next MERC Agenda.</p>	<p>Management to provide Union with an update.</p>
3. New Business		
3.1 IDS Replacement	<p>Union requested information on the IDS replacement system and the logistics around the new system.</p> <p>Management Indicated the IDS replacement is aligned to the Strategic Plan – Modern Regulator and provided an update on the multi-year plans to replace the current system.</p> <p>Union is concerned that experienced staff are not being utilized to provide important feedback to ensure that the next system will work effectively, as well as be continually supported.</p> <p>Consultation sessions with staff are being scheduled.</p>	

<p>3.2 GO-PKI Digital Identity Request</p>	<p>Union requested clarification regarding the GO-PKI request. The Union is concerned that more personal information is being requested to prove the staff's identity.</p> <p>Union requested further information as to where this private information is being housed, the security of that information and who has access to it.</p> <p>Union requested clarification on the security of the information.</p> <p>Management clarified that the GO-PKI request form is a requirement of Corporate IT in order for an OPS employee to have Level 2 access (medium security) to the new electronic Environmental Compliance Approvals system. When submitting the application, Corporate IT requires that all employees provide two pieces of identification to verify the authenticity of the applicant.</p> <p>Management confirmed that the information is housed in a secure location at Ontario Shared Services (OSS).</p>	<p>The parties agreed to refer this matter to CERC.</p>
<p>3.3 Re-alignment of existing resources in IEB and SCB</p>	<p>Union expressed concerned that the presentation provided to staff was not informative and that functions and geographic responsibilities appear to be shifting.</p> <p>Union is concerned of the added workload when positions aren't being filled, and if they are not being filled, then they could ultimately be lost.</p> <p>Union expressed concerns regarding stress and workload issues for staff at SCB resulting from the addition of an additional 300 sewage inspections at the end of the fiscal. This work load is causing stress on staff that already have large workload priorities.</p>	

	<p>As sewage inspections are part of the sewage program transformation with DW, and a priority for the Employer for the 2016/17 fiscal year, the Union is inquiring into where these inspections will fall for the 2017/18 fiscal year as well as in the future</p> <p>Management responded to questions regarding the re-alignment of the existing resources and workload in IEB and SCB.</p>	<p>Management to provide Union with an update.</p>
	<p>The Employer noted that no positions are being lost or taken away. There is an FTE cap and the Employer is vacancy managing.</p> <p>Management indicated that further disclosure will be provided to OPSEU as required.</p>	
<p>3.4 5/29 - Temporary Assignments under six (6) months</p>	<p>Union raised an issue regarding positions being filed under Article 8.6.1 (less than 6 months)</p> <p>Union believes that the increased use of 5/29's, creates an unfair hiring practice especially when considering the OPS Policy on Preventing Barriers (section 4.1). The Union suggested that the competition number be added to the list of Unclassified/Temporary assignments. The Union believes that there is a liability by not tracking this information. The Union believes that by not tracking these positions, it may inadvertently create a barrier which is a Human Rights Code violation.</p> <p>The employer states that there is no requirement to report this information to the Union.</p> <p>Management advised that they comply with the union reporting requirement identified under Article 16 of the current collective agreement. Currently there is no reporting requirement identified for the use of Article</p>	

	<p>8.6.1 for assignments less than 6 months.</p> <p>Management advised the Union to bring the Article 8.7.1 reporting request to CERC table for discussion.</p>	
3.5 Laboratory Optimization Study – Update	<p>Union requested an update on the Information Share that was received on March 21, 2017.</p> <p>Management provided the Union with an update.</p>	
3.6 Communication – OPSEU MERC Team	<p>Union and Management discussed changes to some of the processes for MERC (i.e. Minutes)</p>	
3.7 ERC Training – Level 2 for MERCs	<p>The Employer and OPSEU are launching a jointly sponsored Level 2 training for MERCs.</p> <p>This is aimed primarily at providing practical dispute resolution tools for MERCs. This training will require a one-day commitment of all members of participating ERCs, and will be delivered jointly by both OPSEU and Management facilitators.</p> <p>At CERC, the Union requested for a one-day training session for all MERC teams.</p>	<p>Union to provide an update</p>
3.8 Employee Engagement	<p>Management provided an update on the 2017 OPS Employee Survey concluded in early 2017. MOECC had a response rate of 83% of employees completing the survey compared to 66.7% in 2014.</p> <p>Ministry results will be shared with staff on May 8, 2017, Divisional results on May 15 and Branch results by May 31.</p> <p>The next OPS survey is expected to be held in February 2018, as we are moving to an annual cycle.</p> <p>The parties agree to move as a Standing Item on the next MERC Agenda.</p> <p>Management also provided an update on the new employee orientation program.</p>	
4. Health and Safety		

4.1 H&S Governance – Update	Management provided an update on the Health and Safety sub-working groups. The ministry will be conducting a 'callout' for membership this week. Interested employees will need to fill out a form for consideration.	
4.2 H&S Notifications	Union requested a discussion on Health and Safety Notifications.	
	Management indicated that since this topic is part of a current Health and Safety Grievance, it cannot be discussed at the MERC table.	



Union Co-Chair



Management Co-Chair

